

PAY DIFFERENTIAL 412
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – MULTIPLE
DEPARTMENTS WITHIN CALIFORNIA HEALTH AND HUMAN SERVICES AGENCY

Established: 07/01/15

Revised: 07/01/15

| CLASS TITLE | CLASS CODE | CBID | DEPARTMENTS |
|---|------------|------|--|
| Rank and File: | | | Department of Child Support Services Department of Developmental Services Department of Health Care Services Department of State Hospitals Department of Rehabilitation Department of Social Services |
| Associate Budget Analyst | 5284 | U01 | |
| Staff Services Analyst | 5157 | R01 | |
| Associate Governmental Program Analyst | 5393 | | |
| Research Analyst I (General) | 5729 | | |
| Research Analyst II (General) | 5731 | | |
| Research Program Specialist I | 5742 | | |
| Research Program Specialist II | 5758 | | |
| Health Program Specialist I | 8338 | | |
| Excluded: | | | |
| Staff Services Manager I | 4800 | S01 | |
| Staff Services Manager II (Supervisory) | 4801 | | |
| Staff Services Manager III | 4802 | M01 | |
| Career Executive Assignment | 7500 | | |

| RATE (Refer to appropriate rate criteria to determine eligibility) | EARNINGS ID |
|---|--|
| 1. 5% per pay period (Non-PERSable) | 8HH1 |
| 2. 10% per pay period (5% Non-PERSable and 5% PERSable) | 8HH1 (Non-PERSable) 8HH2 (PERSable) |
| 3. 10% per pay period (PERSable) | 8HH3 |

| CRITERIA |
|---|
| <p>The purpose of this Recruitment and Retention Differential for multiple departments within the California Health and Human Services Agency (CHHSA) is to attract and retain qualified staff in the critical and legislatively mandated functions of developing the local assistance portion of the State budget for all state welfare programs.</p> <p>The pay differential shall apply only to those employees within CHHSA departments who are <u>directly</u> involved in the preparation of their respective local assistance cost and caseload estimates and estimate methodologies submitted as part of the Governor's Budget and May revision.</p> <p>Rate Criteria:</p> <ol style="list-style-type: none"> Effective July 1, 2015, employees who are currently employed at one of the departments listed above in eligible classifications shall receive 5% per pay period (Non-PERSable). Employees hired after July 1, 2015, shall be eligible the first day of the first full calendar month. |

CRITERIA (continued)**Rate Criteria (continued):**

2. Effective July 1, 2016, employees who are employed at one of the departments listed above in eligible classifications for 12 months shall receive 10% per pay period (5% PERSable and 5% Non-PERSable).
3. Effective July 1, 2017, employees who are employed at one of the departments listed above in eligible classifications for 24 months shall receive 10% per pay period (PERSable).

Compensation Terms:

- An employee in a classification receiving a differential under these criteria, who is then promoted to a higher classification (defined by California Code of Regulations 599.666), within the same location shall move by California Code of Regulations 599.676 from their base salary to compute the appointment rate. Only the maximum base salary rates for the classifications are to be used when determining salary relationships between classifications.
- An employee serving on a Training and Development Assignment to one of the above listed classifications, is not eligible to receive this pay differential.
- If an employee terminates, transfers out of an eligible classification, or is discharged, the pay differential shall be discontinued.
- If an employee transfers or promotes from one identified classification to another identified classification in the same department, the employee's pay differential anniversary date shall not change.
- If an employee transfer or promotes from an identified classification in one department to an identified classification in a different department, the employee's pay differential anniversary date shall be reestablished in accordance with the new appointment date.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

| | |
|------------------------------------|-----------|
| PRO RATED | Yes |
| SUBJECT TO QUALIFYING PAY PERIOD | No |
| ALL TIME BASES AND TENURE ELIGIBLE | Yes/No* |
| SUBJECT TO PERS DEDUCTION | See Rates |

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

| | |
|-------------------|---------------------|
| OVERTIME | No/Yes (FLSA) |
| IDL | Yes |
| EIDL | N/A |
| NDI | Yes – Excluded |
| SDI | Yes – Rank and File |
| LUMP SUM VACATION | Yes |
| LUMP SUM SICK | Yes |
| LUMP SUM EXTRA | Yes |

*Retired Annuitants are not eligible unless appointed under Government Code Section 21228.